

Quick Reference Guide

CUSTOMER SUPPORT

Customer Care: (785) 339-3540 Ext. 1 Email: Direct-Access@hrsic.uscq.mil

On-line Help: http://cgweb.uscq.mil/q-w/hrsic/Direct-Access

Self-Service Tutorials:

http://www.uscg.mil/hg/hrsic/training/

EMPLOYEE REVIEW

- Before you begin, if possible, have member's Employee ID number. If you do not have member's Employee ID number, you may perform a search and select from the list that is displayed as a result of your search criteria. For information on searching, reference the CGHRMS On-Line Help at http://cgweb.uscq.mil/g-w/hrsic/Direct-Access. (Select Using CGHRMS, then select Search Tips).
- Your view of any menu or page is dependent on your access level (user role) and the security settings associated with that access. Your Operator ID may not have access to all the pages we include in this guide, or we may show a field as editable, but your access is "View Only".
- Command User (CGSSCMD) or Employee Review Only (CGEMPREV) access is required to complete an Employee Review. To request this access, complete form CG HRSIC-7421/2 User Authorization/Revocation. Fax completed form to (785) 339-3772. Be sure to indicate all access (roles) you currently have and are requesting.
- If you change the **Effective** or **To** date, <u>all</u> data entered in the Employee Review will be lost.
- The path to access Employee Review is: Develop Workforce > Plan Careers > Use > Employee Review.

Develop Workforce > Plan Careers Employee Review > Use > Employee Review Find an Existing 1234567 EmpliD: Enter Employee ID number in Empl Red Nbr the EmpIID field. Name: <u>OR</u> Last Name: AUSCG Enter SSN in the National ID SetID: field. Department: 123456789 National ID: Job Family: Job Code: Company: Click "Search" after entering Employee ID number or SSN. Search 1

- It is not necessary to enter data in all fields. Preferred method is to enter Employee ID number (EmplID field) or SSN (National ID field).
- If you do not know the Employee ID or SSN, provide some search criteria, such as member's last name or member's name in the appropriate fields and perform a search.
- Since an employee may have multiple records, reflecting various stages in their career (military, civilian, reservist) or the result may list several members with the same last name and/or first name, it is important to select the correct record from the result list.

Employee Review

EMPLOYEE REVIEW (continuation)

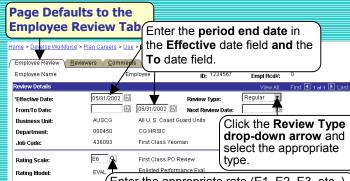
- Page defaults to Employee Review tab. Additional tabs include Reviewers, Comments, and Exceptions. This guide includes instruction on all tabs.
- You can save your work at anytime during this process. The review does not have to be completed before you can save it. Frequent saves prevent the loss of data in the event of computer problems. After the review is saved, you can exit the system and return to it later to finish up.
- Employee Review Tab Fields which must be completed:

Effective Date (Enter the period end date)
To Date (Enter the period end date)
Review Type
Rating Scale

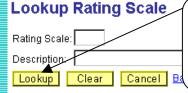
Note: If the <u>Effective</u> or <u>To</u> date is changed after data is entered in other fields, all data entered in the Employee Review will be lost.

Employee Review Tab - Fields which may be left blank:

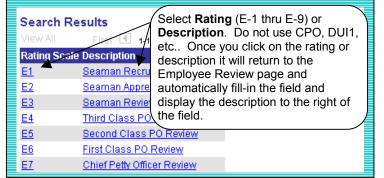
From Date Next Review Date

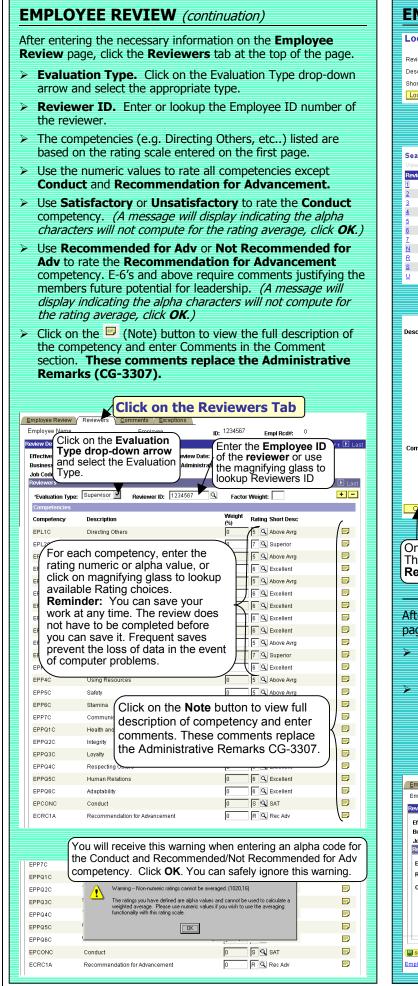


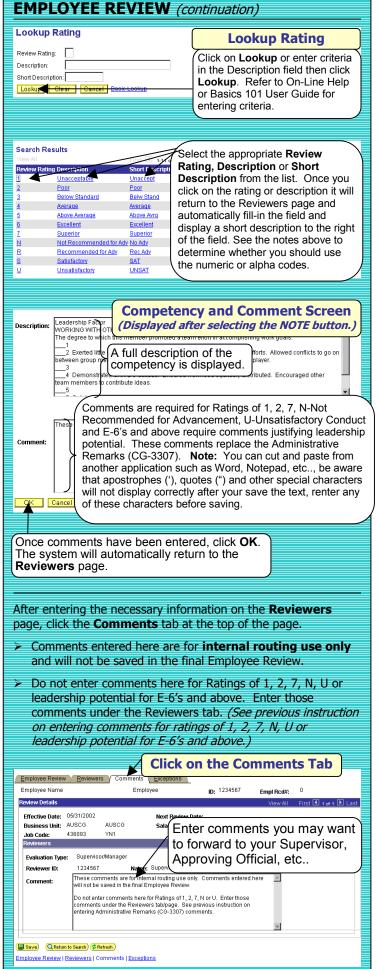
Enter the appropriate rate (E1, E2, E3, etc..) or click on the magnifying glass to the right of the Rating Scale field and follow the steps below to select a Rating.



Click on **Lookup** or enter criteria in the Description field then click **Lookup**. Refer to CGHRMS On-Line Help or Basics 101 User Guide for entering criteria.







EMPLOYEE REVIEW (continuation)

After entering the necessary information on the **Comments** page, click the **Exceptions** tab at the top of the page.

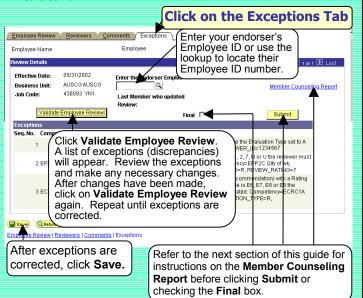
- > Enter the Employee ID number of the next person to review this Employee Review.
- Click the Validate Employee Review button. Review the exceptions to see if any changes to the Employee Review are required. After changes have been made, click on Validate Employee Review again. Repeat until exceptions are corrected. Note: You can safely ignore this warning "All marks with Rating Model of EVAL must have the Evaluation Type set to A (Approved Official). Evaluation Type=R," unless you are the Approving Official.
- Press Save.
 - If you are not the final Approving Official:
 - Press Submit. OR
 - Print the Member Counseling Report, then press Submit.

The **Member Counseling Report** is a printout of the Employee Review with the Reviewer Comments (PG-7's), requiring signature by the counselor and the evaluee. Refer to the instructions in this guide to print the Member Counseling Report.

If you are the final Approving Official, ensure a
 Member Counseling Report is printed prior to
 selecting the Final box. Click the Final checkbox and
 then the Submit button.

Once the Final box is checked, you will not be able to view or change the Employee Review, nor will you be able to print the Member Counseling Report. If you need to recall the Employee Review contact HRSIC (ADV) via email at hrsic-adv@hrsic.uscg.mil or call (785) 339-3400.

- After clicking **Submit**, the Employee Review is routed to either the Endorser's Worklist, or if final is checked, to HRSIC (ADV) pending review and forwarding to the members Employee Review Summary (formerly CG-3306). (For information on accessing your Worklist, refer to the On-Line Help http://cgweb.uscg.mil/g-w/hrsic/Direct-Access). If an Employee Review is submitted multiple times to an endorser, it will display multiple times in the endorser's Worklist; however, only the latest version will display when the endorser accesses any of the multiple links.
- To repeat this function for another Employee, select Return to Search.



EMPLOYEE REVIEW — MEMBER COUNSELING REPORT (continuation)

After an Employee Review is verified by an Approving Official, a **Member Counseling Report** should be printed. This is a printout of the Employee Review with the Reviewer Comments (PG-7's), requiring signature by the counselor and the evaluee.

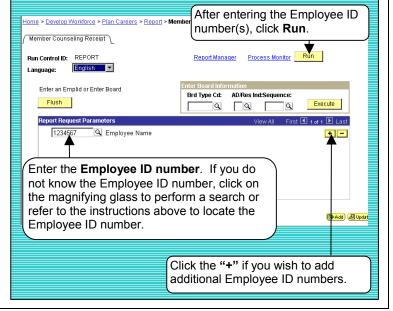
After entering and saving all necessary information, click on the **Member Counseling Report** link located on the **Exception** page.



- After clicking on the Member Counseling Report link the Member Counseling Receipt page is displayed.
- Language defaults to English.
- Enter the Employee ID number of the evaluee in the Report Requests Parameters box. If you do not know the Employee ID number you may:
 - Close the window by clicking the X in the top right corner and locate the Employee ID number from the Exceptions page ID field, then re-select the Member Counseling Report link.
 - Click on the magnifying glass to the right of the Employee ID field and perform a search. For information on performing a search, reference the On-Line Help at http://cgweb.uscq.mil/q-w/hrsic/Direct-Access.

NOTE: You may generate more than one report by pressing the button to add a new row and enter another Employee ID number. Repeat this step to enter additional Employee ID numbers.

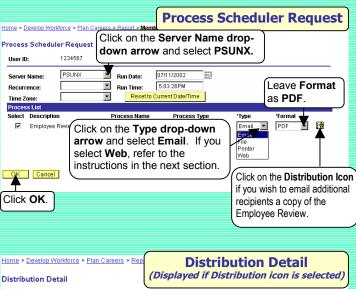
> Click the button (upper right hand corner of the page) to begin processing.

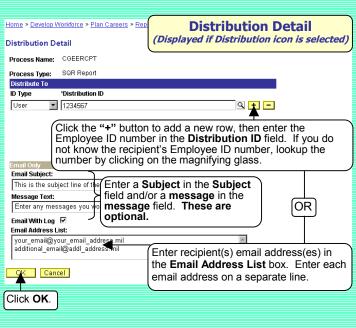


EMPLOYEE REVIEW — MEMBER COUNSELING REPORT (continuation)

After clicking **RUN** from the Member Counseling Receipt page, the **Process Scheduler Request** page will appear.

- Click on the Server Name drop-down arrow and select PSUNX.
- Click on the Type drop-down arrow and select Email. By selecting Email the Member Counseling Report will be sent to you as an attachment to an email message (recommended). The attachment will be in PDF (Adobe Acrobat) format. You may leave the type as Web if you want to access the Member Counseling Report using the Report Manager (Web instructions are in the next section).
- Format defaults to PDF. Leave as PDF, do not change the format.
- > If you selected Email as the type:
 - Click on **OK** (bottom left corner of page) and this will generate the email to you. **OR**
 - Click on the Distribution icon
 to add additional email addresses. This is helpful if you would like to email the Employee Review to additional recipients. Refer to instructions below for using the Distribution icon.





EMPLOYEE REVIEW — MEMBER COUNSELING REPORT (continuation)

If you chose **Web** from the Process Scheduler Request screen, you will need to click on **Report Manager** from the **Member Counseling Receipt** page.

- > Find the **Process Instance**. You may need to reference the date and time to determine which one is the correct instance.
- Click the View link to the right of the instance you want to view. This will cause a new Internet Explorer window to open. The Report/Log Viewer page will display.

If the **View** link is not shown, click the update the display. There could be some delay before the Employee Review is ready for viewing.

- When the Report/Log Viewer page appears, locate the link that has a PDF extension. (Link name should read similar to cgeercpt_xxxxx.pdf. The xxxxx in the link will be replaced with the Process Instance number.) Click on the link to open the Employee Review form.
- ➤ Click on the **Printer** icon (upper left corner) of the Acrobat window to print the form.

